

# Human Resources Metric CCH Board of Directors

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Chief Human Resources Officer

December 21, 2018



COOK COUNTY  
**HEALTH**



# Impact 2020

HR Strategies



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# Impact 2020– CCH HR Strategies



## 1.5 Develop cultural competency of workforce

Develop curriculum for CCH on Cultural Competency  
**Completed**

Develop Annual Education for the Learning Management System  
-Equity in Healthcare  
-Sexual Harassment  
-Unconscious Bias  
-Workplace Violence  
**Completed**

Train employees on cultural competency  
**2nd Qtr. 2019**

Review tracking of bi-lingual hires  
**Completed**

## 3.3 Leverage other information technology initiatives such as Countywide Enterprise Resource Planning (ERP) implementation

Use the Learning Management System (LMS) as a one stop depository for registering, tracking training completion and evaluating training opportunities  
**On going**

## 4.2 Perform online annual Performance Evaluations

Identify required components of a standardized Annual Performance Evaluation  
**Completed**

Performance Management Configuration  
**Completed**

Go-Live Soft Launch  
**1st Qtr. 2019**

Full System Launch Organization Wide  
**4th Qtr. 2018 thru 1st Qtr. 2019**



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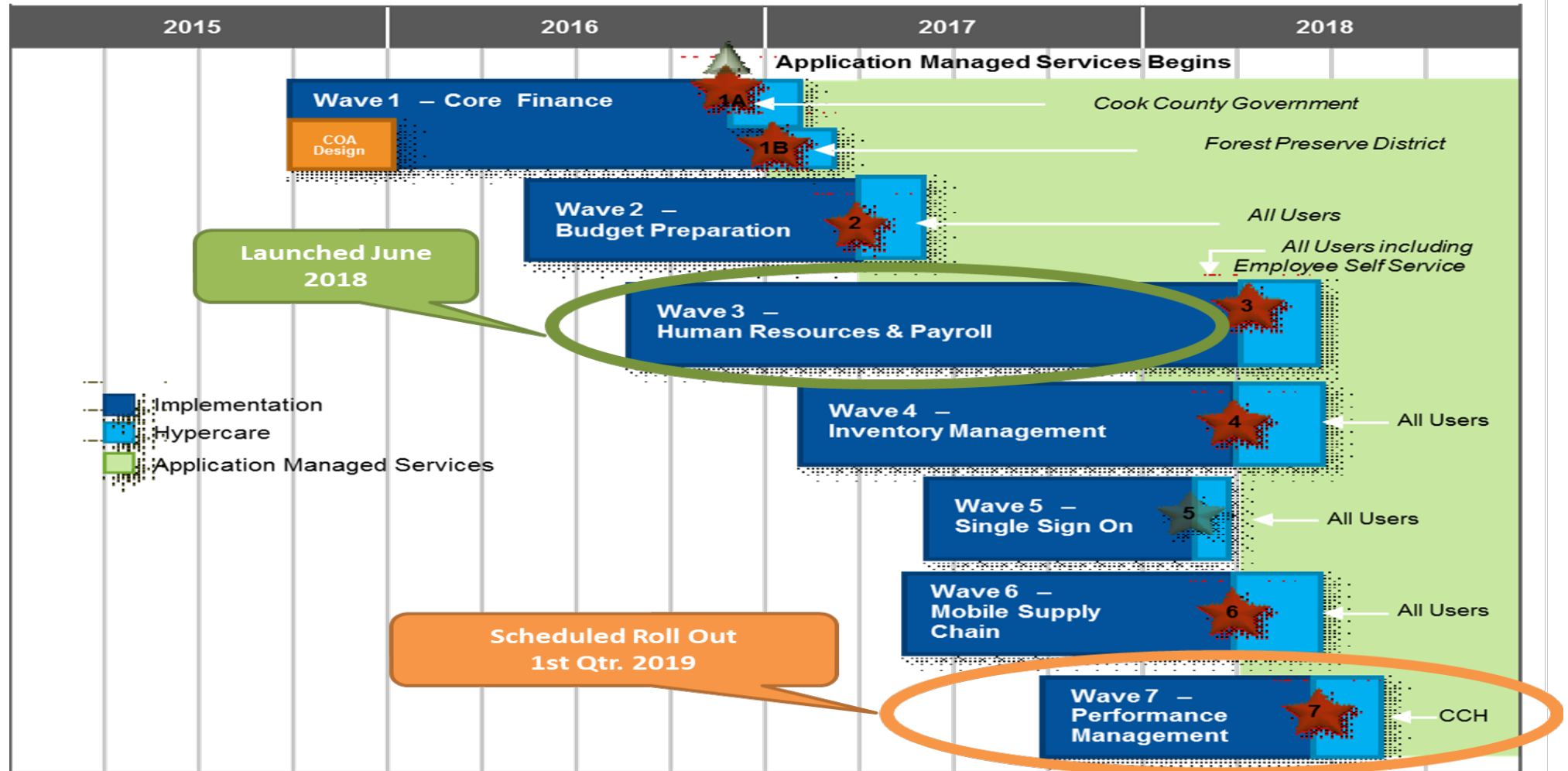
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*1The original timeline was delayed due to budget concerns.*



# Impact 2020– CCH HR Strategies

## Countywide Enterprise Resource Planning



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# Quarterly Metrics



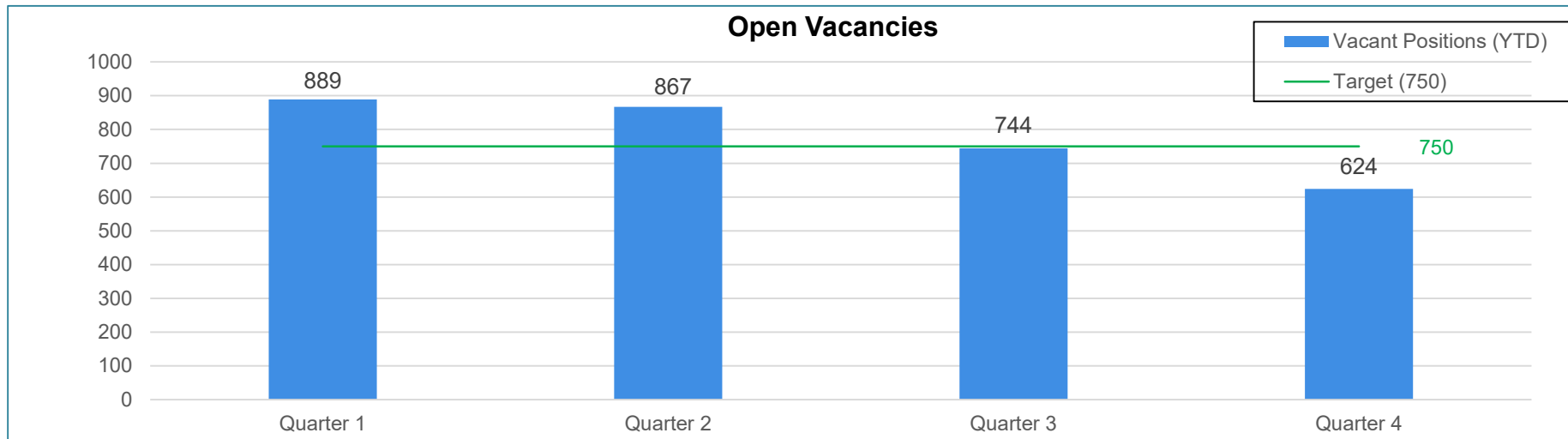
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# CCH HR Activity Report- Open Vacancies

Thru 11/30/2018

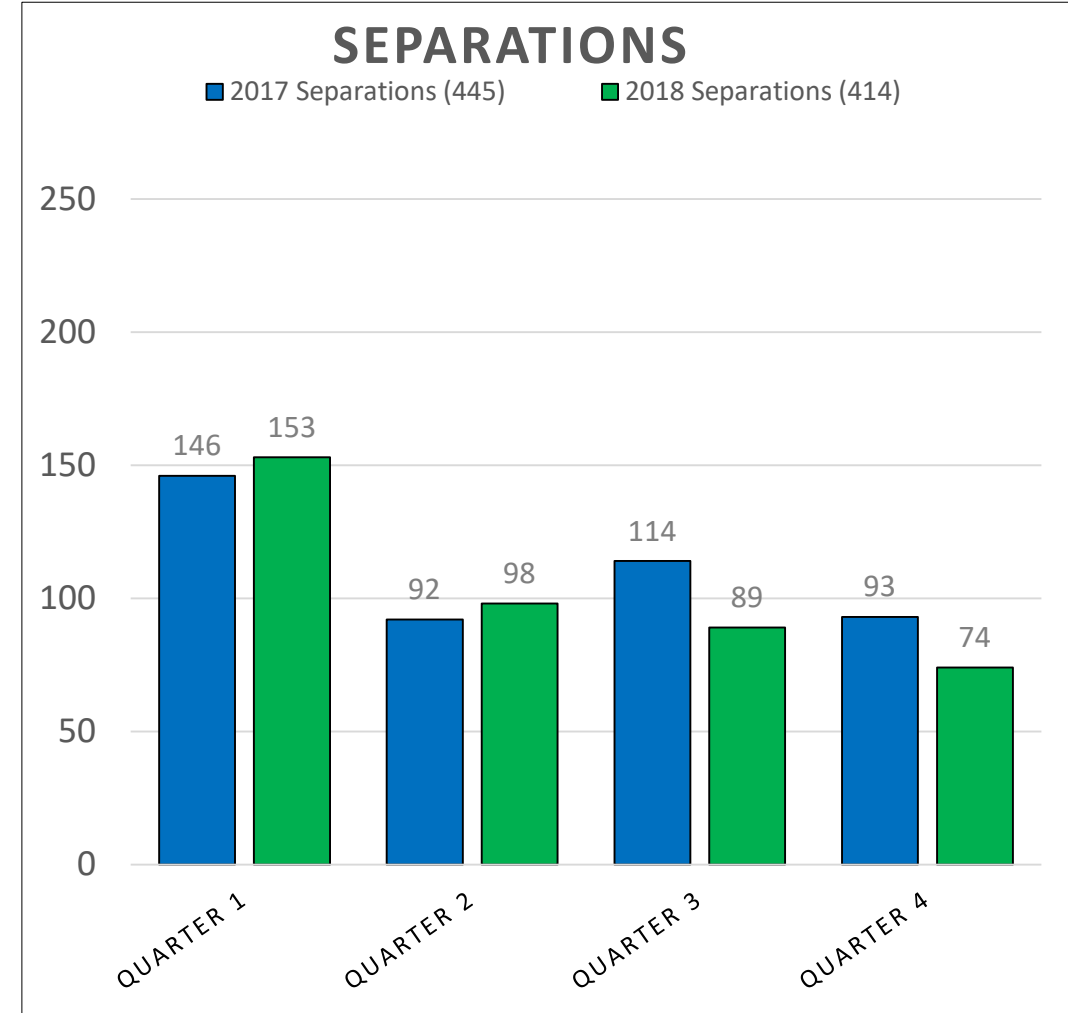
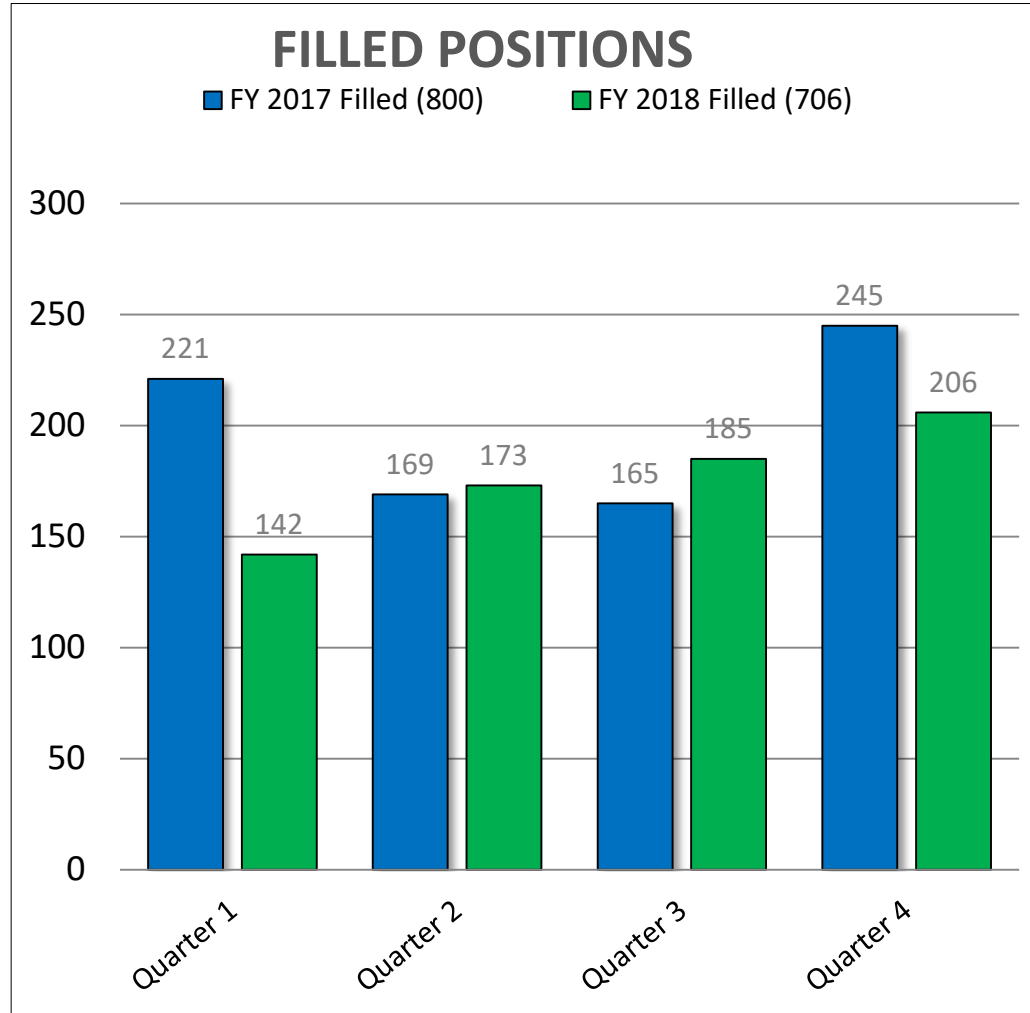
Our goal is to maintain our total vacancies equal to or below 750.

Description	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	
<b>Vacancy Number:</b>	836	899	901	889	896	877	867	879	794	744	713	686	<b>624</b>
<b>Add Separations:</b>	91	32	30	42	29	27	38	21	30	29	16	29	<b>414</b>
<b>Less External Vacancies Filled/Selection:</b>	28	30	42	35	48	37	26	41	37	46	43	87	<b>500</b>
<b>Less Deleted:</b>	0	0	0	0	0	0	0	65	43	14	0	4	<b>126</b>
<b>FY18 TOTAL:</b>	<b>899</b>	<b>901</b>	<b>889</b>	<b>896</b>	<b>877</b>	<b>867</b>	<b>879</b>	<b>794</b>	<b>744</b>	<b>713</b>	<b>686</b>	<b>624</b>	<b>86 Net New</b>



# CCH HR Activity Report- Open Vacancies

Thru 11/30/2018



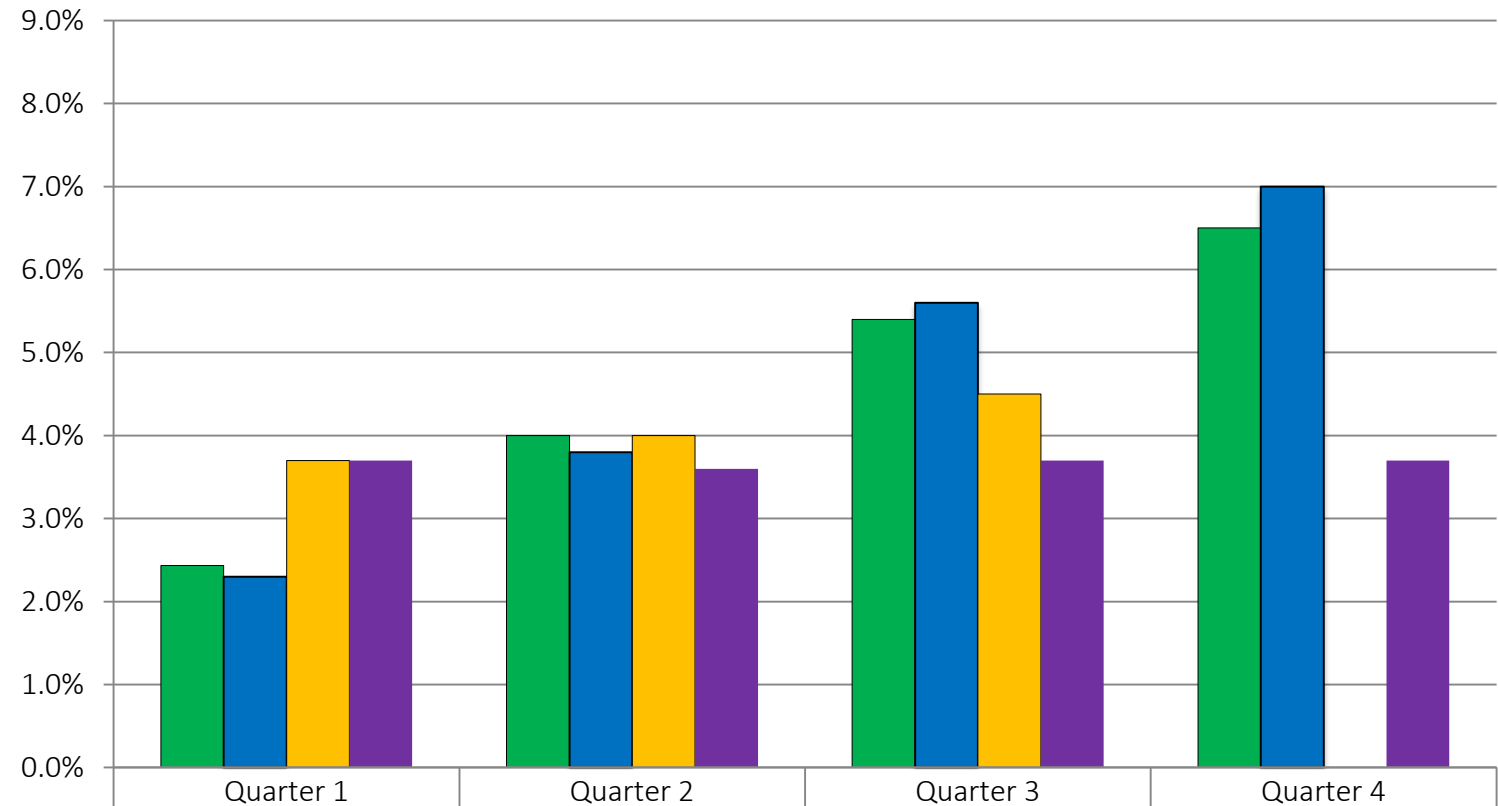
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Does not include Consultants, Registry and House Staff

# CCH HR Activity Report- Turnover

**CCH TURNOVER**  
Turnover Year-to-Date  
Head Count: 6,341



YTD Cumulative Totals:

FY18 CCHHS Turnover	2.4%	4.0%	5.4%	6.5%
FY17 CCHHS Turnover	2.3%	3.8%	5.6%	7.0%
FY17 U.S. IL Health & Hospital Assoc. Turnover Data	3.7%	4.0%	4.5%	No Report
FY18 U.S. Dept. of Labor Turnover Data	3.7%	3.6%	3.7%	3.7%



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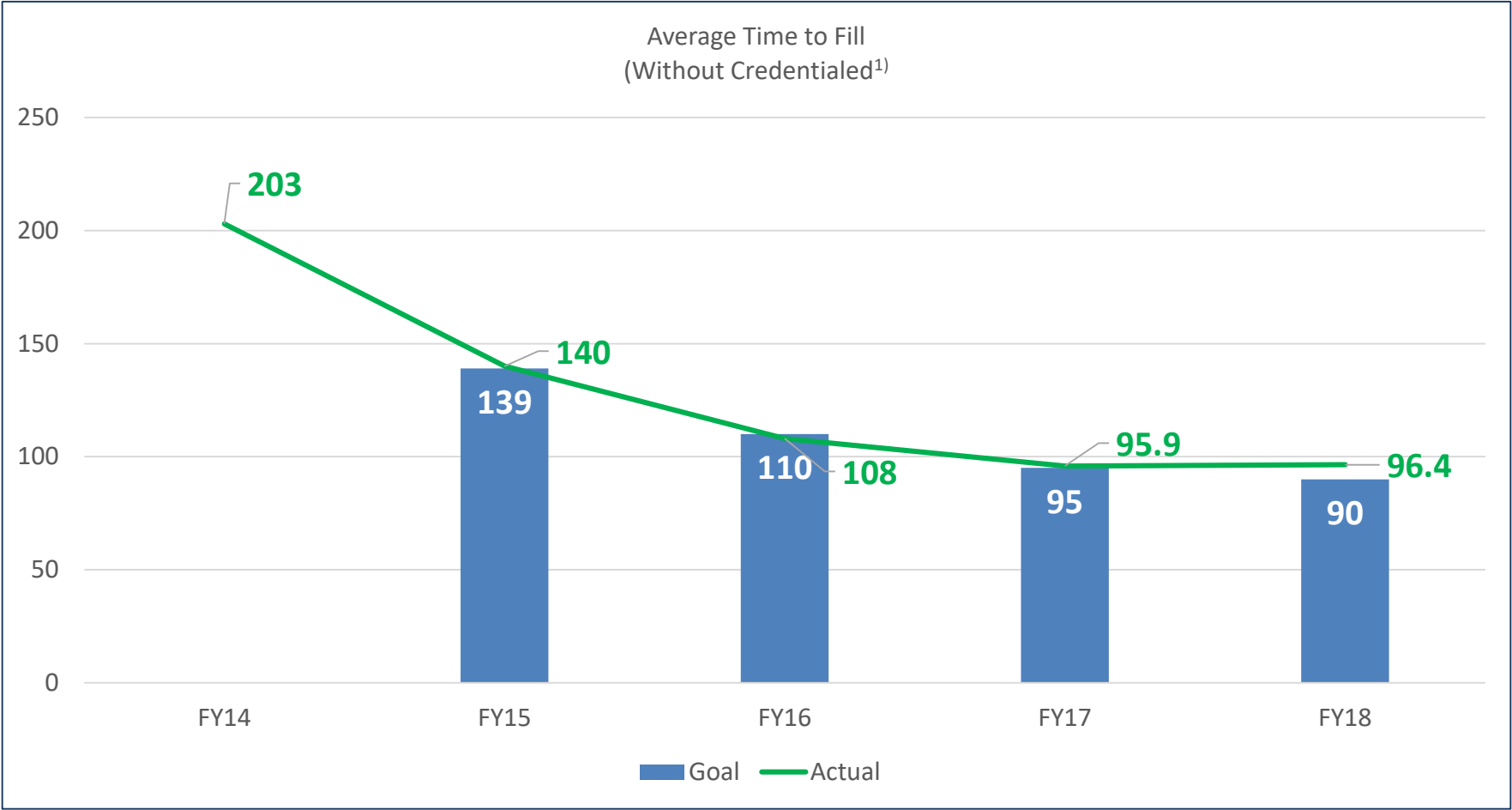
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Include Consultants, Registry and House Staff  
FY18 data is through 11/30/2018



# CCH HR Activity Report- Open Vacancies

Improve/Reduce Average Time to Hire\*



<sup>1</sup>Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.

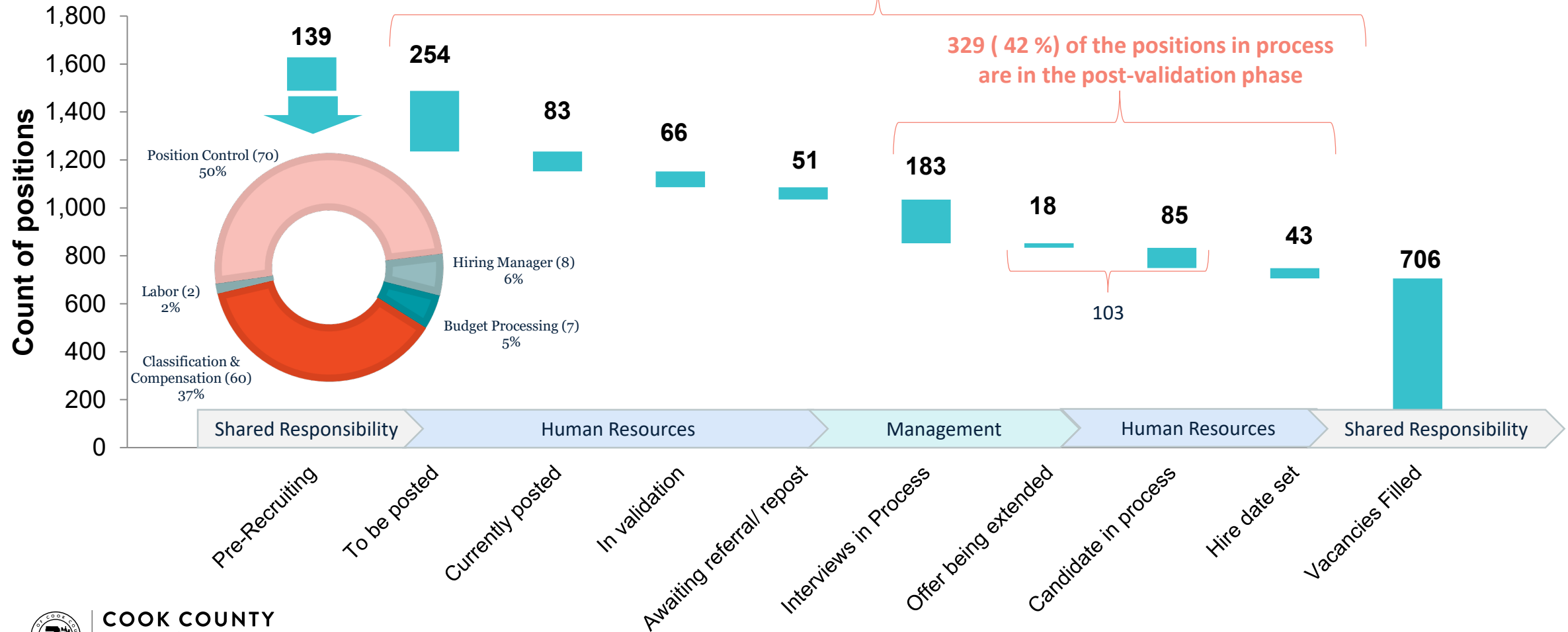
# CCH HR Activity Report- Hiring Snapshot

Thru 11/30/ 2018

Clinical Positions – 518 / 66%  
Non-Clinical Positions – 265 / 34%

**783 Positions in process**

FY18 – 664 / 85%  
FY19 – 119 / 15 %



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Data thru 11/30/ 2018



# Closed Session



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Thank you. 



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